

Compensation paid to the Executive Corporate Officer

The Board of Directors of Groupe Fnac, at its meeting on February 17, 2016, on the recommendation of the Appointments and Compensation Committee, reviewed and approved the following compensation for Mr. Alexandre Bompard, the Chairman and Chief Executive Officer.

Fixed and variable compensation for 2015

For the financial year 2015, the fixed annual compensation for the Chairman and Chief Executive Officer was set at a gross amount of €900,000, identical to that for 2014 and 2013.

The structure of the variable compensation for the Chairman and Chief Executive Officer remained unchanged relative to 2014, i.e.:

- A maximum amount of 105% of the fixed annual compensation
- Financial and qualitative targets split as follows:
 - 80% for meeting financial targets:
 - Group current operating income (COI);
 - Group free cash flow (FCF);
 - Group revenues;
 - Evolution of Group market share.
 - 20% for meeting qualitative targets.

The level of attainment of the 2015 financial target was 103.5% of the fixed annual compensation, and the amount payable for 2015 was €931,500.

For the record, in 2014 the level of attainment of the variable targets was 100.23% of the fixed annual compensation and came to a total of €902,056 which was paid in March 2015.

Fixed and variable compensation for 2016

The Board of Directors, on the recommendation of the Appointments and Compensation Committee, decided to keep the Chairman and Chief Executive Officer's fixed and variable compensation unchanged for 2016, at the fixed annual sum of €900,000 and variable compensation representing between 0 and 105% of this fixed amount. The structure of the variable compensation, split 80% for financial targets and 20% for qualitative targets, was renewed, as was the nature of those targets.